

# MEMORANDUM OF UNDERSTANDING (MOU)

ON

## INTERIM AGREEMENT COVERING--TRADOC CONTRACTING AGENCY (TCA)

The following MOU is hereby entered into by and between the National Association of Government Employees (NAGE), Local R4-6, Fort Eustis, Virginia, hereinafter referred to as the "Union", and the U.S. Army TRADOC Contracting Activity (TCA), Fort Eustis, Virginia, hereinafter, referred to as the "Employer, and collectively referred to as the Parties. The Parties agree that the following conditions will apply until the current USATCFE, et al, negotiated agreement is renegotiated and properly approved:

-It is agreed and understood by the Parties that in the administration of all matters covered by this MOU, officials and employees are governed by existing laws and regulations of appropriate authorities, including policies set forth in the Federal Personnel Manual, by published Department of the Army and Department of Defense regulations in existence at the time of this agreement is signed. The fact that the Union agrees to published Department of the Army and Department of Defense regulations in existence at the time this memorandum is signed does not preclude the Union from meeting and negotiating, upon request, on any said rule, regulations, or practice that is changed after this MOU is signed.

-(UNION REPRESENTATION), Article 7 of the current USATCFE, et al, negotiated agreement, is applicable as the interim guideline for officers and stewards representing TCA.

-(GRIEVANCE PROCEDURES), Article 32 of the current USATCFE, et al, negotiated agreement, is applicable as the interim grievance procedure with the following exception: The first step of a grievance concerning a matter within the TCA management chain should be filed with the employee's immediate supervisor, the second step with the next level supervisor and the third step to the Deputy Chief of Staff for Base Operations Support, ATTN: PCPSA, Operations Support Division (OSD). Except for those issues or areas in dispute outside jurisdiction and the control of the activity, grievances are filed with the immediate supervisor.


-(USE OF OFFICIAL TIME). Employees and their Union representative may be granted reasonable official time to prepare and present employee grievances. Permission must be obtained from the supervisor for use of such time. Union officials, when requesting official time will use the form at Appendix A, in the USATCFE, et al, negotiated agreement found on page 92.

-(ARBITRATION OF GRIEVANCES), Article 33 of the current USATCFE, et al, negotiated agreement, is applicable as the interim arbitration procedure.

-(PAYROLL WITHHOLDING OF UNION DUES), Article 37 of the current USATCFE, et al, negotiated agreement, is applicable as the interim payroll withholding of Union dues procedure.

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FOR THE EMPLOYER

  
KENNETH R. VAN MULLEKOM  
LABOR RELATIONS OFFICER  
R4-6

FOR THE UNION

  
JOE FULGHUM  
PRESIDENT, LOCAL

DATE: 9/4/92  
DATE: \_\_\_\_\_